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ABSTRACT

This report provides statistical information relating to the salaries, tenure, and fringe benefits for full-time (FT) instructional faculty and other personnel at Pennsylvania colleges and Universities. Tables and figures present the following data: (1) index of average salaries of FT instructional faculty employed on 9-month contracts for selected ranks vs. the consumer price index, 1987-88 through 1995-96; (2) average salaries of FT faculty for selected ranks by institutional control by selected years; (3) fringe benefit expenditures and percent of fringe benefit expenditures for FT faculty by selected years; (4) fringe benefit expenditures as a percentage of total salary expenditures of FT faculty by selected years; (5) average salaries of FT faculty for selected ranks, 1987-88 and 1995-96; (6) percentage change in average salaries of FT faculty for selected ranks, 1994-95 and 1995-96; (7) FT faculty with tenure and percent of FT faculty with tenure for selected ranks by sex by selected years; (8) number and percent of FT employees by race for selected years; and (9) average salaries of FT faculty, United States, Pennsylvania, and contiguous states, 1987-88 and 1994-95. Appendixes provide additional tables, a glossary, and source notes. (MDM)

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Colleges and Universities

Faculty and Staff

1995-96

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Pennsylvania Department of Education 1996

Colleges and Universities

Faculty and Staff
1995-96

Compiled
by

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July 1996

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OVERVIEW

This publication provides statistical information relating to the salaries, tenure and fringe benefits for full-time instructional faculty and the number of employees at Pennsylvania colleges and universities. Included is current data and historical data since 1987-88 on selected topics. Data concerning 1986-87 faculty salaries, tenure and fringe benefits is not available.

The primary sources of data were the annual survey on Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty and the biennial survey on Fall Staff. Estimates are provided for two nonresponding institutions. National data was drawn from the results of surveys conducted by the U.S. Department of Education, National Center for Education Statistics. Data on the Urban Consumer Price Index (CPI-U) was obtained from the U.S. Department of Labor, Bureau of Labor Statistics.

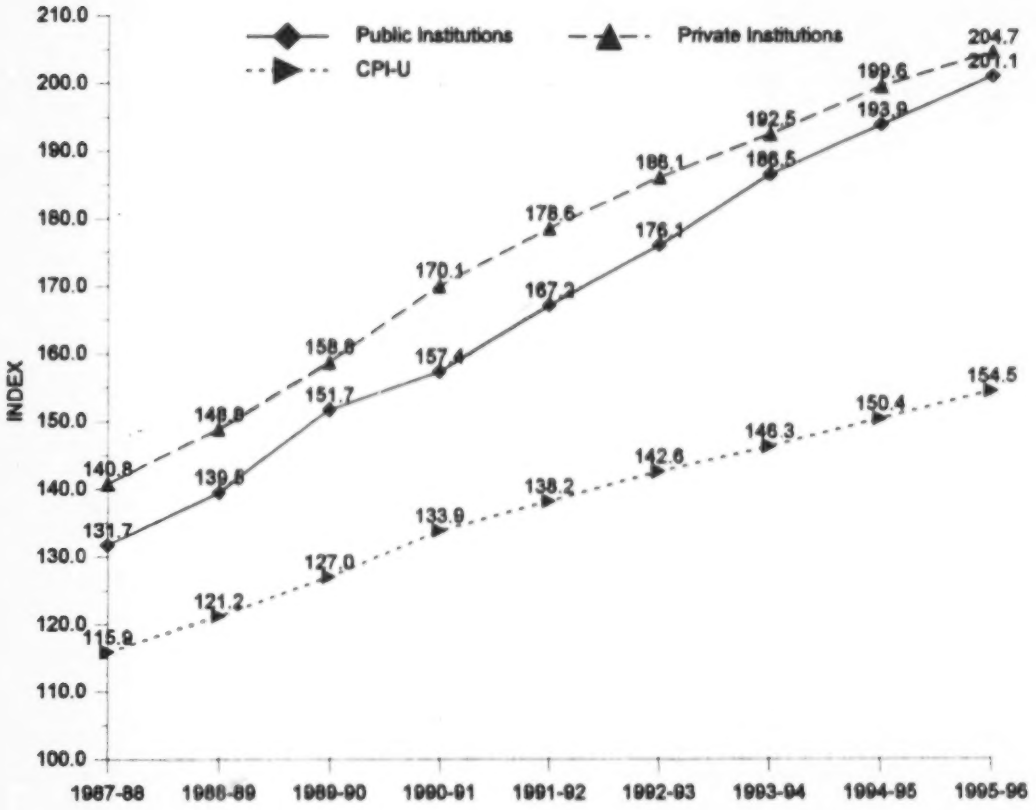
STATISTICAL HIGHLIGHTS
1995-96

	9-MONTH CONTRACT AVERAGE SALARY	AVERAGE YEARLY INCREASE 1987-88 TO 1995-96
Professor	$70,225	5.3%
Associate Professor	52,465	5.0%
Assistant Professor	42,569	4.8%
Instructor	34,105	5.2%

	EMPLOYEES BY OCCUPATIONAL ACTIVITY	
	Full-Time	Part-Time
TOTAL	**91,962**	**45,845**
Executive, Administrative and Managerial	10,182	307
Instructional Faculty	29,024	30,729
Other Professional	16,811	4,099
Nonprofessional	35,945	10,710

FIGURE 1

INDEX OF AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS FOR SELECTED RANKS VS THE CONSUMER PRICE INDEX 1987-88 THROUGH 1995-96



Note: 1. The selected ranks are professor, associate professor, assistant professor and instructor.
2. The base year (100.0) for the Urban Consumer Price Index (CPI-U) is 1982-84. The base year (100.0) for salaries is 1982-83.
3. CPI-U for 1995-96 is estimated.

Since 1982-83, the respective average salary increases for full-time faculty at public and private institutions were 46.6 and 50.2 percentage points higher than the CPI-U. The difference between the indices of average salaries for public and private institutions narrowed to 3.6 percentage points during 1995-96, as compared to a difference of 9.1 percentage points in 1987-88.

...the average salary for full-time instructional faculty increased 49.5% since 1987-88...

TABLE 1

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS FOR SELECTED RANKS BY INSTITUTIONAL CONTROL BY SELECTED YEARS

	1987-88	1991-92	1995-96
TOTAL	**$36,424**	**$46,224**	**$54,442**
Public Institutions	36,580	46,434	55,846
Private Institutions	36,273	46,015	52,729

Note: The selected ranks are professor, associate professor, assistant professor and instructor.

Since 1987-88, the average salary for full-time instructional faculty employed at public institutions increased 52.7%; at private institutions 45.4%. Increases for public institutions ranged from 48.4% (state-related commonwealth universities) to 58.1% (state universities). For private institutions, increases ranged from 32.1% (theological seminaries) to 56.0% (private state-aided institutions).

TABLE 2

FRINGE BENEFIT EXPENDITURES FOR FULL-TIME INSTRUCTIONAL FACULTY
EMPLOYED ON A CONTRACT OF 9 MONTHS
BY SELECTED YEARS

(In Millions)

	1987-88		1991-92		1995-96	
	Amount	%	Amount	%	Amount	%
TOTAL	**$173.6**	**100.0**	**$250.3**	**100.0**	**$297.1**	**100.0**
Retirement Plans	64.1	36.9	81.2	32.5	96.7	32.6
Medical/Dental Plans	37.5	21.6	68.4	27.3	82.3	27.7
Social Security Taxes	46.0	26.5	65.1	26.0	78.5	26.4
All Other Benefits	26.0	15.0	35.6	14.2	39.6	13.3

Note: "All other benefits" include expenditures for group life and other insurance benefits, guaranteed disability income, tuition and housing plans, unemployment and worker's compensation and other benefits in kind with cash options.

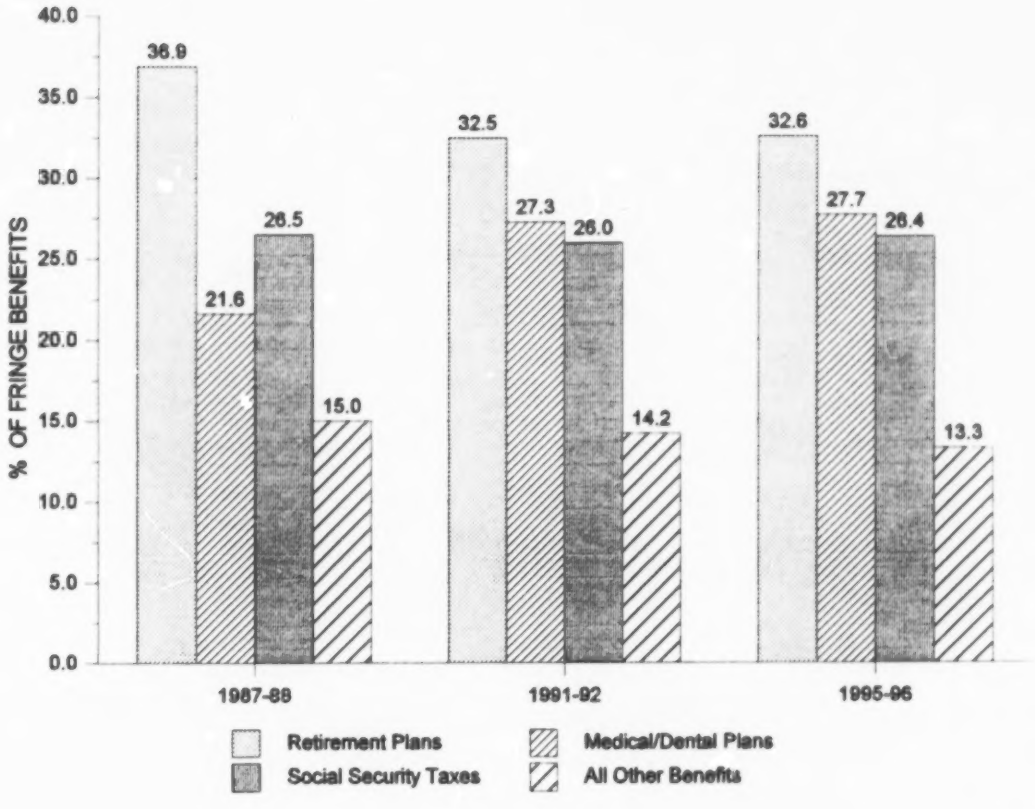
Total fringe benefit expenditures increased 71.1% since 1987-88. Percentage increases for benefit expenditures other than medical/dental plans varied from 70.7% for social security taxes to 50.9% for retirement plans.

Increases in fringe benefits expenditures were smaller for the latter part of the decade. From 1987-88 to 1991-92, fringe benefit expenditures increased 44.2% as compared to 18.7% from 1991-92 to 1995-96. The percentage change for medical/dental plans from 1987-88 to 1991-92 was 82.4%, but only 20.3% from 1991-92 to 1995-96.

...as a portion of fringe benefits, medical/dental plans increased by 6.1 percentage points since 1987-88...

FIGURE 2

PERCENT OF FRINGE BENEFIT EXPENDITURES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS BY SELECTED YEARS



Note: "All other benefits" include expenditures for group life and other insurance benefits, guaranteed disability income, tuition and housing plans, unemployment and worker's compensation and other benefits in kind with cash options.

Retirement benefits comprised the largest portion of fringe benefit expenditures, although that portion decreased from 36.9% in 1987-88 to 32.6% in 1995-96. The "all other benefits" category, comprising the smallest portion of expenditures, decreased from 15.0% to 13.3%. Conversely, medical/dental plan expenditures grew faster than, and surpassed, social security taxes.

...since 1987-88, the percent increase in total fringe benefit expenditures was higher than total salary expenditures...

TABLE 3

FRINGE BENEFIT EXPENDITURES AS A PERCENTAGE OF TOTAL SALARY EXPENDITURES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS BY SELECTED YEARS

(In Millions)

	1987-88	1991-92	1995-96
TOTAL SALARY EXPENDITURES	$690.7	$939.9	$1,107.9
Public Institutions	377.7	511.3	623.0
Private Institutions	313.0	428.6	484.9
TOTAL FRINGE BENEFIT EXPENDITURES	$173.6	$250.3	$ 297.1
Public Institutions	99.7	139.4	167.3
Private Institutions	73.9	110.9	129.8
PERCENTAGE	25.1	26.6	26.8
Public Institutions	26.4	27.3	26.9
Private Institutions	23.6	25.9	26.8

Over the decade, total fringe benefit expenditures increased 71.1%, as compared to 60.4% for total salary expenditures. The percent of increase for total salary expenditures was higher from 1987-88 to 1991-92 than for the last five years of the decade. The trend for fringe benefit expenditures was similar. As a percentage of total salary expenditures, total fringe benefit expenditures exceeded 26.6% since 1991-92. This percentage was higher for public than private institutions.

...since 1987-88, professors experienced the highest percentage average yearly salary increase...

TABLE 4

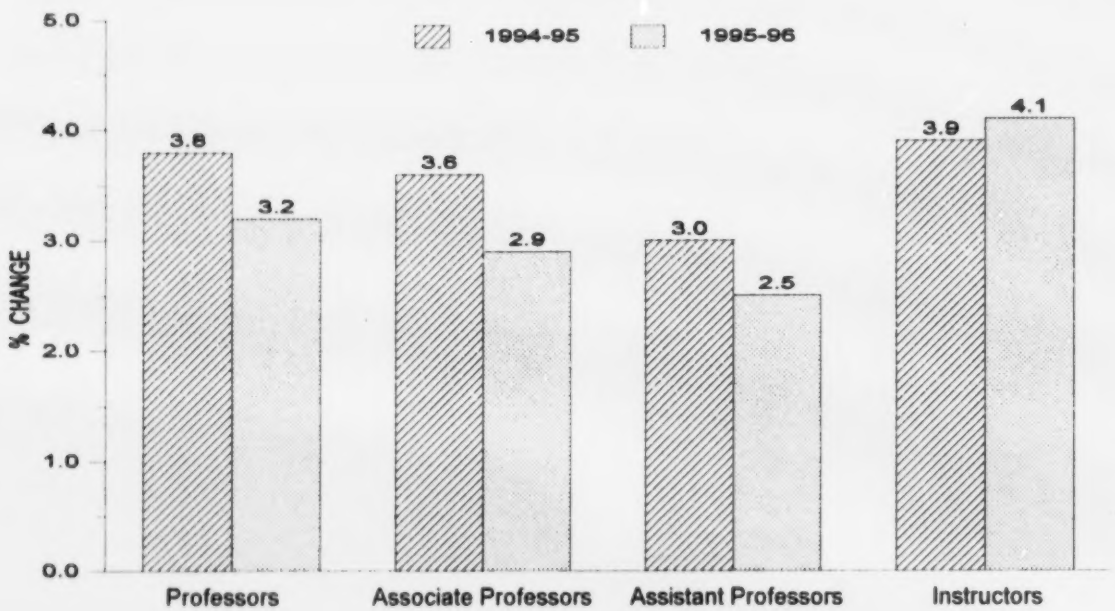
AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY
EMPLOYED ON A CONTRACT OF 9 MONTHS FOR SELECTED RANKS
1987-88 AND 1995-96

	AVERAGE SALARY		AVERAGE YEARLY INCREASE
	1987-88	1995-96	
Professors	$46,647	$70,225	5.3%
Associate Professors	35,663	52,465	5.0%
Assistant Professors	29,218	42,569	4.8%
Instructors	22,729	34,105	5.2%

Since 1987-88, average yearly salary increases ranged from 5.3% for professors to 4.8% for assistant professors. Since 1994-95, instructors experienced the highest percentage increase, while assistant professors posted the smallest gain (see Figure 3).

FIGURE 3

PERCENTAGE CHANGE IN AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY
EMPLOYED ON A CONTRACT OF 9 MONTHS FOR SELECTED RANKS
1994-95 AND 1995-96



...the number of tenured female faculty on a 9-month contract increased 41.1% since 1987-88...

TABLE 5

FULL-TIME INSTRUCTIONAL FACULTY WITH TENURE
FOR SELECTED RANKS BY SEX
BY SELECTED YEARS

	1987-88		1991-92		1995-96	
	9-Month Contract	12-Month Contract	9-Month Contract	12-Month Contract	9-Month Contract	12-Month Contract
TOTAL FACULTY	**18,827**	**1,432**	**20,243**	**1,616**	**20,136**	**1,576**
Tenured Faculty	12,287	819	12,794	766	13,432	649
TOTAL MALES	13,763	1,053	14,116	1,087	13,448	983
Tenured Males	9,817	685	9,947	611	9,947	518
TOTAL FEMALES	5,064	379	6,127	529	6,688	593
Tenured Females	2,470	134	2,847	155	3,485	131

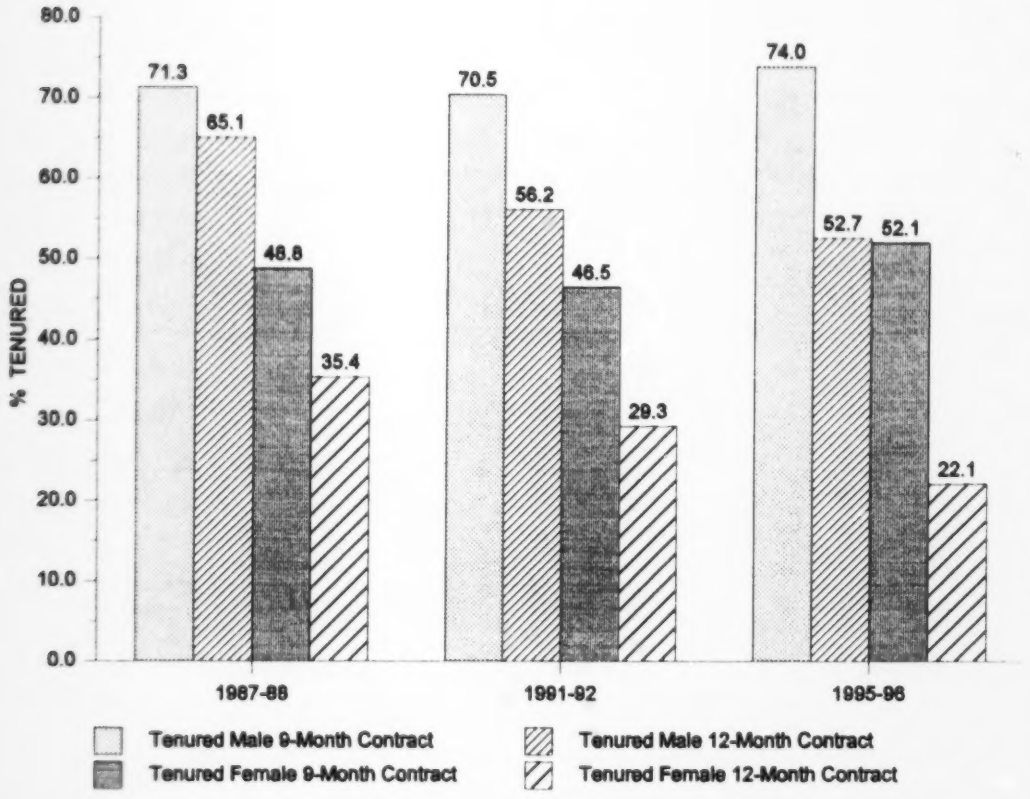
Note: The selected ranks are professor, associate professor, assistant professor and instructor.

Since 1987-88, the number of faculty employed on a 9-month contract increased by 7.0%, with the number tenured increasing by 9.3%. The number of tenured male and female faculty on a 9-month contract increased by 1.3% and 41.1%, respectively. However, while the number of faculty employed on a 12-month contract increased by 10.1%, the number with tenure declined by 20.8%. The number of tenured male faculty on a 12-month contract decreased by 24.4%; female faculty decreased by 2.2%.

...the percentage of full-time faculty with tenure on a 9-month contract increased since 1987-88...

FIGURE 4

PERCENT OF FULL-TIME INSTRUCTIONAL FACULTY
WITH TENURE FOR SELECTED RANKS BY SEX
BY SELECTED YEARS



Note: The selected ranks are professor, associate professor, assistant professor and instructor.

From 1987-88 to 1995-96, the percent of faculty with tenure on a 9-month contract increased by 1.4 percentage points. Male faculty and female faculty increased by 2.7 and 3.3 percentage points, respectively. Conversely, the percent of faculty with tenure on a 12-month contract decreased by 16.0 percentage points. The respective decrease for male and female faculty was 12.4 and 13.3 percentage points.

TABLE 6

NUMBER OF FULL-TIME EMPLOYEES
BY OCCUPATIONAL ACTIVITY AND RACE
1995-96

	ALL OCCUPATIONAL CATEGORIES	EXECUTIVE, ADMINISTRATIVE AND MANAGERIAL	INSTRUCTIONAL FACULTY	OTHER PROFESSIONAL	NONPROFESSIONAL
TOTAL	**91,962**	**10,182**	**29,024**	**16,811**	**35,945**
TOTAL MINORITIES	13,818	1,097	2,899	2,445	7,377
American Indian/Alaskan Native	169	15	38	36	80
Asian/Pacific Islander	2,952	249	1,511	721	471
Black (Non-Hispanic)	9,469	736	958	1,510	6,265
Hispanic	1,228	97	392	178	561
WHITE (NON-HISPANIC)	77,211	8,738	25,711	14,277	28,485
NONRESIDENT ALIEN	933	347	414	89	83

Note: 1. "Instructional faculty" includes instruction, research and public service.
2. "Other professional" includes support/service. "Nonprofessional" includes technical and paraprofessionals, clerical and secretarial, skilled crafts and service/maintenance.

Of the 91,962 full-time faculty and staff employed in 1995-96, 0.2% were American Indian/Alaskan Native; 3.2% were Asian/Pacific Islander; and 1.3% were Hispanic. Black (non-Hispanic) comprised the largest category of minority employment (10.3%). By occupational activity, the "other professional" (14.5%) and "nonprofessional" (20.5%) categories had the largest percentage of minorities, while instructional faculty (10.0%) had the smallest. Compared to 1987-88, the percentage of minorities increased in 1995-96, while the percentage of nonresident aliens decreased.

FIGURE 5

PERCENT OF FULL-TIME EMPLOYEES BY RACE
1987-88 AND 1995-96

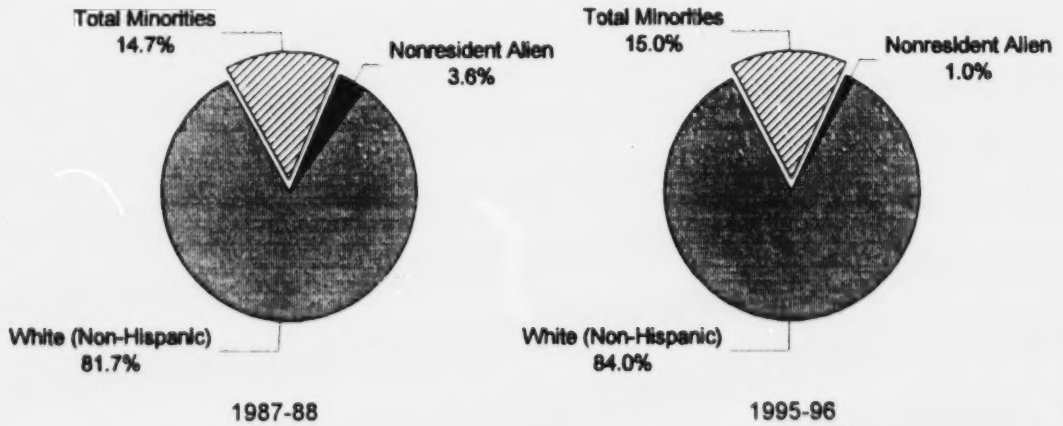


TABLE 7

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY
EMPLOYED ON A CONTRACT OF 9 MONTHS
UNITED STATES, PENNSYLVANIA AND CONTIGUOUS STATES
1987-88 AND 1994-95

	PUBLIC INSTITUTIONS			PRIVATE INSTITUTIONS		
	1987-88	1994-95	Average Yearly Increase	1987-88	1994-95	Average Yearly Increase
United States	**$36,231**	**$47,434**	**4.7%**	**$35,049**	**$48,741**	**5.7%**
Delaware	36,545	52,741	6.4%	29,951	53,041	10.3%
Maryland	36,543	47,621	4.6%	38,077	50,292	4.8%
New Jersey	40,048	60,174	7.1%	40,307	58,622	6.5%
New York	40,658	54,817	5.7%	38,666	52,980	5.4%
Ohio	37,907	48,770	4.3%	31,206	43,484	5.3%
Pennsylvania	36,539	53,446	6.6%	35,904	50,920	6.0%
West Virginia	29,223	38,544	4.0%	23,296	33,101	6.1%

Source: 1. *Digest of Education Statistics*, U.S. Department of Education, National Center for Education Statistics, 1991, 1993 and 1995.
2. *Salaries, Tenure, and Fringe Benefits*, 1994-95, U.S. Department of Education, National Center for Education Statistics, 1996.

Average yearly increases in salaries for full-time instructional faculty at Pennsylvania public and private institutions exceeded the national average by 1.9 and 0.3 percentage points, respectively. Compared to the contiguous states, average salaries for Pennsylvania public institutions ranked third in 1994-95, with only one state lower than the national average. For private institutions, 1994-95 average salaries for Pennsylvania ranked fourth, with two states below the national average.

APPENDIX A

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY
BY CONTRACT LENGTH, RANK AND INSTITUTIONAL CATEGORY
1995-96

	9 MONTHS		12 MONTHS	
	Number	Average Salary	Number	Average Salary
TOTAL, ALL RANKS	**20,454**	**$54,168**	**1,769**	**$59,603**
State Universities	4,544	58,277	22	76,140
State-Related Commonwealth Universities	4,950	55,395	933	61,448
Community Colleges	1,697	48,493	135	45,720
Private State-Aided Institutions	1,318	72,717	282	67,531
Private Colleges and Universities	7,719	49,571	282	59,443
Theological Seminaries	46	44,037	92	40,189
Private Two-Year Colleges	142	31,297	23	32,853
State School of Technology	38	44,537	0	0
PROFESSORS	6,825	$70,225	424	$86,719
State Universities	1,553	72,695	9	92,749
State-Related Commonwealth Universities	1,459	77,208	229	92,989
Community Colleges	742	54,711	9	68,650
Private State-Aided Institutions	702	88,097	59	97,847
Private Colleges and Universities	2,310	64,437	72	86,424
Theological Seminaries	23	47,425	46	44,053
Private Two-Year Colleges	36	37,875	0	0
ASSOCIATE PROFESSORS	6,103	$52,465	417	$64,793
State Universities	1,374	58,345	6	69,326
State-Related Commonwealth Universities	1,532	53,768	181	68,540
Community Colleges	458	48,294	36	55,366
Private State-Aided Institutions	353	57,492	88	73,596
Private Colleges and Universities	2,334	48,568	75	60,272
Theological Seminaries	15	43,214	25	38,510
Private Two-Year Colleges	37	33,283	6	40,671
ASSISTANT PROFESSORS	6,018	$42,569	485	$49,081
State Universities	1,410	45,736	6	59,825
State-Related Commonwealth Universities	1,357	43,470	223	51,677
Community Colleges	377	41,642	44	43,360
Private State-Aided Institutions	246	52,934	100	50,441
Private Colleges and Universities	2,588	39,729	85	48,197
Theological Seminaries	8	35,842	19	33,042
Private Two-Year Colleges	32	27,361	8	30,629
INSTRUCTORS	1,190	$34,105	250	$39,903
State Universities	207	35,078	1	65,433
State-Related Commonwealth Universities	448	34,406	134	38,520
Community Colleges	109	32,495	31	37,400
Private State-Aided Institutions	17	40,043	34	50,183
Private Colleges and Universities	356	32,615	41	38,719
Theological Seminaries	0	0	2	40,202
Private Two-Year Colleges	15	25,635	7	32,738
State School of Technology	38	44,537	0	0

APPENDIX A

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY
BY CONTRACT LENGTH, RANK AND INSTITUTIONAL CATEGORY
1995-96

	9 MONTHS		12 MONTHS	
	Number	Average Salary	Number	Average Salary
LECTURERS	224	$31,762	73	$38,418
State-Related Commonwealth Universities	141	30,620	57	39,747
Community Colleges	11	30,681	15	32,929
Private Colleges and Universities	72	34,163	1	44,950
NO ACADEMIC RANK	94	$48,866	120	$42,217
State-Related Commonwealth Universities	13	35,806	109	42,936
Private State-Aided Institutions	0	0	1	44,000
Private Colleges and Universities	59	59,979	8	36,335
Private Two-Year Colleges	22	26,781	2	25,702

APPENDIX B

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY
BY CONTRACT LENGTH, RANK, SEX AND INSTITUTIONAL CATEGORY
1995-96

	9 MONTHS				12 MONTHS			
	Male		Female		Male		Female	
	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary
TOTAL, ALL RANKS	**13,593**	**$57,989**	**6,861**	**$46,598**	**1,098**	**$66,300**	**671**	**$48,644**
State Universities	2,962	61,124	1,582	52,947	14	81 947	8	65,977
State-Related Commonwealth Universities	3,506	58,802	1,444	47,123	627	67,783	306	48,469
Community Colleges	921	51,816	776	44,550	55	48,472	80	43,828
Private State-Aided Institutions	999	76,486	319	60,915	166	76,627	116	54,514
Private Colleges and Universities	5,073	53,568	2,646	41,907	153	67,905	129	49,406
Theological Seminaries	34	45,498	12	39,900	80	40,936	12	35,207
Private Two-Year Colleges	65	32,496	77	30,286	3	33,495	20	32,757
State School of Technology	33	45,154	5	40,466	0	0	0	0
PROFESSORS	5,560	$71,841	1,265	$63,124	376	$87,923	48	$77,286
State Universities	1,260	73,037	293	71,225	8	92,258	1	96,675
State-Related Commonwealth Universities	1,244	77,857	215	73,453	206	94,348	23	80,809
Community Colleges	476	56,966	266	50,676	5	68,054	4	69,396
Private State-Aided Institutions	601	88,741	101	84,263	50	101,431	9	77,934
Private Colleges and Universities	1,938	66,208	372	55,210	62	88,451	10	73,861
Theological Seminaries	20	48,182	3	42,382	45	44,212	1	36,876
Private Two-Year Colleges	21	39,474	15	35,636	0	0	0	0
ASSOCIATE PROFESSORS	4,134	$53,655	1,969	$49,966	280	$67,543	137	$59,171
State Universities	905	58,886	469	57,302	2	79,535	4	64,222
State-Related Commonwealth Universities	1,136	54,496	396	51,680	137	69,784	44	64,666
Community Colleges	228	51,138	230	45,475	19	58,177	17	52,225
Private State-Aided Institutions	257	59,048	96	53,325	59	78,912	29	62,781
Private Colleges and Universities	1,585	49,787	749	45,989	42	62,368	33	57,605
Theological Seminaries	9	45,095	6	40,329	20	38,334	5	39,214
Private Two-Year Colleges	14	32,569	23	33,718	1	45,336	5	39,738

APPENDIX B

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY
BY CONTRACT LENGTH, RANK, SEX AND INSTITUTIONAL CATEGORY
1995-96

	9 MONTHS				12 MONTHS			
	Male		Female		Male		Female	
	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary
ASSISTANT PROFESSORS	3,261	$43,737	2,757	$41,187	235	$50,845	250	$47,424
State Universities	726	45,799	684	45,669	4	62,533	2	54,410
State-Related Commonwealth Universities	838	44,172	519	42,336	123	52,988	100	50,064
Community Colleges	171	43,550	206	40,059	14	42,202	30	43,900
Private State-Aided Institutions	140	56,090	106	48,767	44	53,792	56	47,809
Private Colleges and Universities	1,370	41,292	1,218	37,971	35	49,424	50	47,339
Theological Seminaries	5	35,486	3	36,453	13	33,712	6	31,591
Private Two-Year Colleges	11	28,387	21	26,823	2	27,575	6	31,648
INSTRUCTORS	493	$35,793	697	$32,912	92	$39,871	158	$39,922
State Universities	71	34,939	136	35,150	0	0	1	65,433
State-Related Commonwealth Universities	229	36,454	219	32,264	57	38,674	77	38,406
Community Colleges	39	32,835	70	32,305	12	37,960	19	37,046
Private State-Aided Institutions	1	47,940	16	39,550	12	48,497	22	51,103
Private Colleges and Universities	116	33,589	240	32,145	9	38,427	32	38,801
Theological Seminaries	0	0	0	0	2	40,202	0	0
Private Two-Year Colleges	4	25,562	11	25,661	0	0	7	30,738
State School of Technology	33	45,154	5	40,466	0	0	0	0
LECTURERS	83	$33,588	141	$30,687	38	$43,077	35	$33,359
State-Related Commonwealth Universities	50	33,356	91	29,117	32	44,312	25	33,904
Community Colleges	7	31,337	4	29,533	5	34,794	10	31,997
Private Colleges and Universities	26	34,638	46	33,894	1	44,950	0	0
NO ACADEMIC RANK	62	$63,518	32	$20,480	77	$46,403	43	$34,712
State-Related Commonwealth Universities	9	40,653	4	24,902	72	46,717	37	35,577
Private State-Aided Institutions	0	0	0	0	1	44,000	0	0
Private Colleges and Universities	38	83,143	21	18,065	4	41,348	4	31,323
Private Two-Year Colleges	15	27,520	7	25,198	0	0	2	25,702

APPENDIX C

NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY AND PERCENT TENURED
BY CONTRACT LENGTH, RANK, SEX AND INSTITUTIONAL CATEGORY
1995-96

	9 MONTHS				12 MONTHS			
	Male		Female		Male		Female	
	Number	% Tenured	Number	% Tenured	Number	% Tenured	Number	% Tenured
PROFESSORS	5,560	96.6	1,265	93.8	376	87.5	48	77.1
State Universities	1,260	99.1	293	99.3	8	100.0	1	100.0
State-Related Commonwealth Universities	1,244	98.3	215	99.5	206	93.7	23	95.7
Community College	476	91.2	266	87.6	5	100.0	4	100.0
Private State-Aided Institutions	601	99.7	101	99.0	50	96.0	9	44.4
Private Colleges and Universities	1,938	94.9	372	90.6	62	75.8	10	60.0
Theological Seminaries	20	85.0	3	100.0	45	62.2	1	0.0
Private Two-Year Colleges	21	47.6	15	53.3	0	0.0	0	0.0
ASSOCIATE PROFESSORS	4,134	87.8	1,969	81.0	280	60.7	137	55.5
State Universities	905	87.7	469	81.9	2	100.0	4	25.0
State-Related Commonwealth Universities	1,136	94.6	396	90.7	137	68.6	44	59.1
Community Colleges	228	87.7	230	74.3	19	57.9	17	64.7
Private State-Aided Institutions	257	94.6	96	86.5	59	62.7	29	65.5
Private Colleges and Universities	1,585	82.3	749	77.4	42	42.9	33	39.4
Theological Seminaries	9	66.7	6	66.7	20	35.0	5	100.0
Private Two-Year Colleges	14	64.3	23	60.9	1	100.0	5	20.0
ASSISTANT PROFESSORS	3,261	26.7	2,757	24.1	235	7.7	250	6.4
State Universities	726	42.0	684	40.5	4	100.0	2	50.0
State-Related Commonwealth Universities	838	26.6	519	12.9	123	4.9	100	0.0
Community Colleges	171	57.9	205	53.4	14	28.6	30	33.3
Private State-Aided Institutions	140	5.7	106	0.9	44	0.0	56	0.0
Private Colleges and Universities	1,370	17.0	1,218	16.7	35	11.4	50	10.0
Theological Seminaries	5	20.0	3	0.0	13	0.0	6	0.0
Private Two-Year Colleges	11	9.1	21	23.8	2	0.0	6	0.0

APPENDIX C

NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY AND PERCENT TENURED
BY CONTRACT LENGTH, RANK, SEX AND INSTITUTIONAL CATEGORY
1995-96

	9 MONTHS				12 MONTHS			
	Male		Female		Male		Female	
	Number	% Tenured	Number	% Tenured	Number	% Tenured	Number	% Tenured
INSTRUCTORS	493	15.2	697	5.7	92	1.1	158	1.3
State Universities	71	9.9	136	10.3	0	0.0	1	100.0
State-Related Commonwealth Universities	229	14.0	219	5.5	57	1.8	77	1.3
Community Colleges	39	7.7	70	8.6	12	0.0	19	0.0
Private State-Aided Institutions	1	0.0	16	0.0	12	0.0	22	0.0
Private Colleges and Universities	116	0.9	240	1.7	9	0.0	32	0.0
Theological Seminaries	0	0.0	0	0.0	2	0.0	0	0.0
Private Two-Year Colleges	4	25.0	11	9.1	0	0.0	7	0.0
State School of Technology	33	93.9	5	60.0	0	0.0	0	0.0
LECTURERS	83	0.0	141	0.0	38	0.0	35	0.0
State-Related Commonwealth Universities	50	0.0	91	0.0	32	0.0	25	0.0
Community Colleges	7	0.0	4	0.0	5	0.0	10	0.0
Private Colleges and Universities	26	0.0	46	0.0	1	0.0	0	0.0
NO ACADEMIC RANK	62	0.0	32	0.0	77	0.0	43	0.0
State-Related Commonwealth Universities	9	11.1	4	0.0	72	6.9	37	8.1
Private State-Aided Institutions	0	0.0	0	0.0	1	0.0	0	0.0
Private Colleges and Universities	38	2.6	21	0.0	4	0.0	4	0.0
Private Two-Year Colleges	15	0.0	7	0.0	0	0.0	2	0.0

APPENDIX D

NUMBER OF EMPLOYEES BY OCCUPATIONAL ACTIVITY AND EMPLOYMENT STATUS
BY INSTITUTIONAL CATEGORY AND RACE
1995-96

	ALL OCCUPATIONAL CATEGORIES		EXECUTIVE, ADMINISTRATIVE AND MANAGERIAL		INSTRUCTIONAL FACULTY		OTHER PROFESSIONAL		NONPROFESSIONAL	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
TOTAL, ALL EMPLOYEES	**91,962**	**45,845**	**10,182**	**307**	**29,024**	**30,729**	**16,811**	**4,099**	**35,945**	**10,710**
American Indian/Alaskan Native	169	51	15	0	38	41	36	2	80	8
Asian/Pacific Islander	2,952	1,497	249	3	1,511	1,204	721	80	471	210
Black (Non-Hispanic)	9,469	2,317	736	18	958	1,199	1,510	203	6,265	897
Hispanic	1,228	478	97	1	392	356	178	35	561	86
White (Non-Hispanic)	77,211	39,480	8,738	285	25,711	25,930	14,277	3,765	28,485	9,500
Nonresident Alien	933	2,022	347	0	414	1,999	89	14	83	9
STATE UNIVERSITIES	10,827	1,259	937	56	4,871	653	987	128	4,032	422
American Indian/Alaskan Native	25	3	0	0	12	2	3	1	10	0
Asian/Pacific Islander	218	21	9	0	180	14	9	2	20	5
Black (Non-Hispanic)	822	68	113	3	264	30	81	10	364	25
Hispanic	156	22	11	0	57	7	11	1	77	14
White (Non-Hispanic)	9,606	1,145	804	53	4,358	600	883	114	3,561	378
STATE-RELATED COMMONWEALTH UNIVERSITIES	32,719	16,715	1,793	22	9,656	10,299	7,971	2,067	13,299	4,327
American Indian/Alaskan Native	83	24	8	0	7	20	23	0	45	4
Asian/Pacific Islander	1,169	522	39	1	682	379	310	44	138	98
Black (Non-Hispanic)	3,938	843	176	2	361	481	900	126	2,501	234
Hispanic	456	206	15	0	134	163	96	18	211	25
White (Non-Hispanic)	26,717	13,172	1,553	19	8,163	7,320	6,603	1,869	10,398	3,964
Nonresident Alien	356	1,948	2	0	309	1,936	39	10	6	2

APPENDIX D

NUMBER OF EMPLOYEES BY OCCUPATIONAL ACTIVITY AND EMPLOYMENT STATUS
BY INSTITUTIONAL CATEGORY AND RACE
1995-96

	ALL OCCUPATIONAL CATEGORIES		EXECUTIVE, ADMINISTRATIVE AND MANAGERIAL		INSTRUCTIONAL FACULTY		OTHER PROFESSIONAL		NONPROFESSIONAL	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
COMMUNITY COLLEGES	4,873	7,221	721	38	1,949	6,404	346	81	1,857	698
American Indian/Alaskan	10	4	0	0	7	4	1	0	2	0
Asian/Pacific Islander	81	95	8	0	46	88	2	0	25	7
Black (Non-Hispanic)	577	480	85	4	115	393	29	5	348	78
Hispanic	66	58	5	0	20	48	5	1	36	9
White (Non-Hispanic)	4,138	6,579	623	34	1,760	5,866	309	75	1,446	604
Nonresident Alien	1	5	0	0	1	5	0	0	0	0
PRIVATE STATE-AIDED INSTITUTIONS	15,369	7,761	3,194	20	3,709	4,878	2,767	365	5,699	2,498
American Indian/Alaskan	23	8	4	0	2	6	4	0	13	2
Asian/Pacific Islander	889	589	172	0	247	491	281	22	189	76
Black (Non-Hispanic)	2,545	351	223	0	77	97	309	21	1,936	233
Hispanic	257	75	47	0	51	54	35	3	124	18
White (Non-Hispanic)	11,153	6,732	2,407	20	3,255	4,227	2,116	317	3,375	2,168
Nonresident Alien	502	6	341	0	77	3	22	2	62	1
PRIVATE COLLEGES AND UNIVERSITIES	26,940	12,231	3,329	159	8,488	8,132	4,548	1,384	10,575	2,556
American Indian/Alaskan	28	12	3	0	10	9	5	1	10	2
Asian/Pacific Islander	585	259	20	2	353	225	116	12	96	20
Black (Non-Hispanic)	1,467	527	128	6	129	182	173	36	1,037	303
Hispanic	283	110	18	1	126	82	30	11	109	16
White (Non-Hispanic)	24,503	11,263	3,156	150	7,843	7,579	4,196	1,322	9,308	2,212
Nonresident Alien	74	60	4	0	27	55	28	2	15	3

APPENDIX D

NUMBER OF EMPLOYEES BY OCCUPATIONAL ACTIVITY AND EMPLOYMENT STATUS
BY INSTITUTIONAL CATEGORY AND RACE
1995-96

	ALL OCCUPATIONAL CATEGORIES		EXECUTIVE, ADMINISTRATIVE AND MANAGERIAL		INSTRUCTIONAL FACULTY		OTHER PROFESSIONAL		NONPROFESSIONAL	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
THEOLOGICAL SEMINARIES	490	155	100	6	143	60	45	13	202	76
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0
Asian/Pacific Islander	5	2	0	0	2	1	3	0	0	1
Black (Non-Hispanic)	49	12	4	3	7	4	2	0	36	5
Hispanic	6	1	1	0	4	0	0	0	1	1
White (Non-Hispanic)	430	137	95	3	130	55	40	13	165	66
Nonresident Alien	0	3	0	0	0	0	0	0	0	3
PRIVATE TWO-YEAR COLLEGES	669	472	101	6	169	303	142	50	257	113
Asian/Pacific Islander	5	8	1	0	1	6	0	0	3	2
Black (Non-Hispanic)	65	30	7	0	4	12	16	4	38	14
Hispanic	4	6	0	0	0	2	1	1	3	3
White (Non-Hispanic)	595	428	93	6	164	283	125	45	213	94
STATE SCHOOL OF TECHNOLOGY	75	31	7	0	39	0	5	11	24	20
Asian/Pacific Islander	0	1	0	0	0	0	0	0	0	1
Black (Non-Hispanic)	6	6	0	0	1	0	0	1	5	5
White (Non-Hispanic)	69	24	7	0	38	0	5	10	19	14

Note: 1. "Instructional faculty" includes instruction, research and public service.
2. "Other professional" includes support/service. "Nonprofessional" includes technical and paraprofessionals, clerical and secretarial, skilled crafts and service/maintenance.

APPENDIX E

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS
FOR SELECTED RANKS EXPRESSED AS CURRENT AND CONSTANT DOLLARS
1987-88 THROUGH 1995-96

	TOTAL		PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR		INSTRUCTOR	
	Average Salary	% Change	Average Salary	% Change	Average Salary	% Change	Average Salary	% Change	Average Salary	% Change
1995-96 CONSTANT DOLLARS										
1987-88	$48,553	*	$62,180	*	$47,539	*	$36,948	*	$30,298	*
1988-89	49,165	1.3	63,560	2.2	48,119	1.2	39,660	1.8	30,233	-0.2
1989-90	50,549	2.8	65,408	2.9	49,189	2.2	40,740	2.7	30,936	2.3
1990-91	50,500	-0.1	65,731	0.5	49,027	-0.3	40,373	-0.9	31,672	2.4
1991-92	51,701	2.4	66,937	1.8	50,298	2.6	41,471	2.7	31,841	0.5
1992-93	52,032	0.6	67,643	1.1	50,718	0.8	41,589	0.3	31,801	-0.1
1993-94	53,640	3.1	69,125	2.2	52,054	2.6	42,631	2.5	33,293	4.7
1994-95	54,176	1.0	69,997	1.3	52,425	0.7	42,685	0.1	33,639	1.0
1995-96	54,442	0.5	70,225	0.3	52,465	0.1	42,569	-0.3	34,105	1.4
9-Year % Change		12.1		12.9		10.4		9.3		12.6
CURRENT DOLLARS										
1987-88	$36,424	*	$46,647	*	$35,663	*	$29,218	*	$22,729	*
1988-89	38,561	5.9	49,851	6.9	37,740	5.8	31,106	6.5	23,712	4.3
1989-90	41,536	7.7	53,745	7.8	40,418	7.1	33,476	7.6	25,420	7.2
1990-91	43,761	5.4	56,959	6.0	42,484	5.1	34,985	4.5	27,445	8.0
1991-92	46,224	5.7	59,372	5.1	44,989	5.9	37,094	6.0	28,480	3.8
1992-93	48,044	3.9	62,459	4.3	46,831	4.1	38,402	3.5	29,364	3.1
1993-94	50,795	5.7	65,649	4.8	49,294	5.3	40,370	5.1	31,527	7.4
1994-95	52,752	3.9	68,157	4.1	51,047	3.6	41,563	3.0	32,755	3.9
1995-96	54,442	3.2	70,225	3.0	52,465	2.8	42,569	2.4	34,105	4.1
9-Year % of Change		49.5		50.5		47.1		45.7		50.1

Note. An asterisk (*) indicates "not available."

APPENDIX F

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS
FOR SELECTED RANKS BY INSTITUTIONAL CATEGORY
1987-88 THROUGH 1995-96

	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
ALL INSTITUTIONS	**$36,424**	**$38,561**	**$41,536**	**$43,761**	**$46,224**	**$48,044**	**$50,795**	**$52,752**	**$54,442**
PUBLIC INSTITUTIONS	$36,580	$38,751	$42,132	$43,711	$46,434	$48,899	$51,793	$53,840	$55,846
State Universities	36,860	38,802	42,714	43,488	46,155	48,364	53,817	55,776	58,277
State-Related Commonwealth Universities	37,866	40,411	43,199	45,636	48,507	49,584	52,219	54,749	56,176
Community Colleges	32,708	34,392	37,412	39,117	41,543	43,371	45,520	47,180	48,609
State School of Technology	-	-	-	31,513	36,239	39,538	41,454	42,794	44,537
PRIVATE INSTITUTIONS	$36,273	$38,334	$40,918	$43,819	$46,015	$47,953	$49,594	$51,429	$52,729
Private State-Aided Institutions	46,619	49,344	52,759	56,230	58,373	62,356	67,688	70,313	72,717
Private Colleges and Universities	33,957	36,027	38,390	41,396	43,674	45,232	46,409	48,291	49,636
Theological Seminaries	33,340	34,130	35,556	37,125	39,019	41,779	43,170	43,120	44,037
Private Two-Year Colleges	22,943	23,707	25,050	23,848	27,272	28,054	29,343	30,076	32,125

Note 1 The selected ranks are professor, associate professor, assistant professor and instructor.
2 Salary data for the Thaddeus Stevens State School of Technology was included beginning with 1990-91 because Act 211 of 1990 authorized this school to grant associate degrees.
3 A dash (-) indicates "not applicable."

APPENDIX G

GLOSSARY

CONSTANT DOLLARS - Dollar amounts that have been adjusted by means of price and cost indices for a specified year to eliminate inflationary factors and to allow direct comparison across the years.

CONSUMER PRICE INDEX - A measure in the average change of prices over time in a fixed market basket of goods and services which covers all urban consumers (CPI-U) consisting of approximately 80% of the total population. The CPI-U includes, in addition to wage earners and clerical workers, groups such as professional, managerial and technical workers; the self-employed; short-term workers; the unemployed; retirees; and others not in the labor force.

CURRENT DOLLARS - Dollar figures that reflect actual prices or costs prevailing during a specified year(s) and have not been adjusted for inflation.

EXECUTIVE, ADMINISTRATIVE AND MANAGERIAL - Employees who exercise responsibility for the management of the institution, or of a customarily recognized department or subdivision thereof.

INSTRUCTIONAL FACULTY - Instruction/research staff whose major regular assignment is instruction, including those with release time for research. The term does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order or who teach in the Reserve Officer Training Program (R.O.T.C.).

INSTRUCTION/RESEARCH ASSISTANTS - Individuals employed for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research. The term also includes individuals who are employed as technical and paraprofessionals.

LENGTH OF CONTRACT (9-MONTH AND 12-MONTH) - Salaries of faculty are reported on either a 9-month or a 12-month basis. Faculty are reported as having 9-month or 12-month salaries on the basis of their contract period, not on the basis of the number of installments in which salaries are paid. The term "9-month contract" applies to faculty who teach for two semesters, three quarters, two trimesters, two four-month sessions or the equivalent. The term "12-month contract" applies to faculty employed for the entire year. These faculty are generally employed for 11 months of teaching with one month vacation. The term "salary" may be substituted for "contract" within the context of this definition.

NONPROFESSIONAL - Individuals employed for the primary purpose of clerical and secretarial occupations, skilled crafts and service/maintenance.

OTHER PROFESSIONAL - Individuals employed for the primary purpose of performing academic support, student service and institutional support activities, whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background.

PRIVATE INSTITUTIONS - Institutions listed in the following categories: private state-aided institutions, private colleges and universities, theological seminaries and private two-year colleges.

PUBLIC INSTITUTIONS - Institutions listed in the following categories: state universities, state-related commonwealth universities, community colleges and state school of technology.

RACIAL/ETHNIC AND OTHER DESCRIPTIVE CATEGORIES OF PERSONS

RACIAL/ETHNIC CATEGORIES - Categories used to describe groups to which individuals belong, identify with, or belong in the eyes of the community. These categories do not denote scientific definitions of anthropological origins. However, no person may be counted in more than one racial/ethnic category. Racial/ethnic designations are requested only for United States citizens, resident aliens, and other eligible (for financial aid purposes) non-citizens who are not citizens or nationals of the United States but who have been admitted as legal immigrants for the purpose of obtaining permanent resident alien status (and who hold either an alien registration card (Form I-551 or I-151), a Temporary Resident Card (Form I-688), or an Arrival-Departure Record (Form I-94) with a notation that conveys legal immigrant status such as Section 207 Refugee, Section 208 Asylee, Conditional Entrant Parolee or Cuban Haitian).

AMERICAN INDIAN/ALASKAN NATIVE - A person having origins in any of the original peoples of North America and who maintains a cultural identification through tribal affiliation or community recognition.

ASIAN/PACIFIC ISLANDER - A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands. This includes people from China, Japan, Korea, the Philippine Islands, Samoa, India and Vietnam.

BLACK (NON-HISPANIC) - A person having origins in any of the black racial groups of Africa (except those of Hispanic origin).

HISPANIC - A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race.

WHITE (NON-HISPANIC) - A person having origins in any of the original peoples of Europe, North Africa or the Middle East (except those of Hispanic origin).

OTHER DESCRIPTIVE CATEGORY

NONRESIDENT ALIEN - A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Nonresident aliens are reported separately rather than in any of the five racial/ethnic categories described above.

TENURE - Status of a professional position, or a person occupying a position or occupation, with respect to permanence of position.

APPENDIX H

SOURCES

1. Fall Staff Survey (IPEDS-S)
2. Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty (PDE-2114)
3. *CPI Detailed Report*, U.S. Department of Labor, Bureau of Labor Statistics, 1996.
4. *Digest of Education Statistics*, U.S. Department of Education, National Center for Education Statistics, 1991, 1993 and 1995.
5. *Salaries, Tenure and Fringe Benefits, 1994-95*, U.S. Department of Education, National Center for Education Statistics, 1996.

APPENDIX I

NONRESPONDENTS
(Data Estimated)

Faith Theological Seminary

Grove City College